Introduction
Siamo Group has always been an ethical company and is committed to constantly reviewing and improving our practices to combat modern slavery and human trafficking.

About us
Siamo Group (previously Templine Recruitment Ltd) was established in 1984 and currently operates from 40 locations, which helped turnover over £89.6 Million in 2021. Siamo supply temporary and permanent staff to various sectors of business including- Industrial, Manufacturing, Food, FMCG, Commercial and Logistics. Siamo are recognised members of the Association of Labour Providers (ALP) and are active participants in the 'Stronger Together' initiative; and we hold the Gangmaster and Labour Abuse Authority (GLAA) licence.

Our Policies on Slavery and Human Trafficking
We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery and Ethical Trading Policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for Slavery and Human Trafficking
As part of our initiative to identify and mitigate risk we monitor ethical standards across the business both internally and via external third-party audits. Payroll checks are completed weekly by our accounts department and registration checks by the sites. Sites undergo regular unannounced internal audits and are randomly audited by external auditors from the GLAA, ALP; and our clients. Our suppliers are required to complete a slavery and human trafficking declaration as part of the process enabling them to supply the company. This is renewed annually.

Our Supply chains
Supply chain security and integrity is a crucial component of the business model. As a company we use labour providers to supply some of our workforce. Each labour provider is chosen based on their values being aligned with our own and are audited to make sure that they are compliant with current legislation including the Modern Slavery Act, 2015.

Training
To ensure a high level of understanding of the risks of slavery and human trafficking in our business, we provide training to all our staff as part of their induction process, with refresher training as required.

Whistleblowing policy
Siamo Group also has a whistleblowing policy and employees know that they can voice any concerns confidentially with their line manager or HR.

This statement is made pursuant to section 54(1) of the Modern Slavery Act, 2015 and constitutes our Company's slavery and human trafficking statement for the financial year ending 31st March, 2022.

Tony Bucciero
Managing Director

Siamo Group
2022